

2010 IBEW NEGOTIATIONS
CITY'S INITIAL LIST OF NEGOTIATION INTERESTS & ISSUES

Pursuant to MOA Article 1, the City wishes to raise the following issues to the extent that they are mandatory subjects of bargaining:

PERIOD OF MEMORANDUM OF AGREEMENT

1. Term of contract

PAY

2. Reductions in pay (base pay and premium pays)
3. Standby/Callback Pay Changes

HEALTH INSURANCE

4. Modifications to cost sharing formula
5. Modifications to HMO Plan Design
6. Elimination of dual coverage
7. Modifications to Health-in-Lieu

HOURS OF WORK AND OVERTIME

8. Calculation of overtime
9. Eligibility for overtime
10. Compensatory Time language changes

LEAVES OF ABSENCE

11. Clarification of language

VACATION AND PERSONAL LEAVE

12. Clarification/clean up of language

SICK LEAVE

13. Sick leave payout changes

RETIREE PENSION BENEFITS

14. Changes to retiree pension benefits, including, but not limited to:
 - Calculation of Final Average Salary
 - Cost of Living Adjustment (COLA)
 - Supplemental Retiree Benefit Reserve (SRBR)

2010 IBEW NEGOTIATIONS
CITY'S INITIAL LIST OF NEGOTIATION INTERESTS & ISSUES

- Payment of unfunded pension liability
- Retirement service credit calculation
- Modification to pension formula

Some of the subjects above are applicable to new hires only

RETIREE HEALTHCARE BENEFITS

15. Retiree healthcare benefits, including benefits for new hires

SALARY STEP STRUCTURE

16. Revise step structure and modify movement within steps
17. Freezing step structure

PERFORMANCE APPRAISAL APPEALS

18. Addition of language on performance appraisal appeals

DISABILITY LEAVE SUPPLEMENT

19. Changes to Disability Leave Supplement
20. Changes to ineligibility if offer and decline of modified duty

RETIREMENT CLARIFICATION

21. Remove maximum on administrative costs

SUBSTANCE ABUSE POLICY

22. Incorporation into the City Policy Manual

HOUSEKEEPING